

12190	- Medical Record Technician	20.55
12195	- Medical Transcriptionist	17.28
12210	- Nuclear Medicine Technologist	34.38
12221	- Nursing Assistant I	10.78
12222	- Nursing Assistant II	14.37
12223	- Nursing Assistant III	15.13
12224	- Nursing Assistant IV	16.01
12235	- Optical Dispenser	22.61
12236	- Optical Technician	15.32
12250	- Pharmacy Technician	13.74
12280	- Phlebotomist	14.26
12305	- Radiologic Technologist	28.08
12311	- Registered Nurse I	31.62
12312	- Registered Nurse II	36.82
12313	- Registered Nurse II, Specialist	36.82
12314	- Registered Nurse III	44.98
12315	- Registered Nurse III, Anesthetist	44.98
12316	- Registered Nurse IV	53.98
12317	- Scheduler (Drug and Alcohol Testing)	26.17
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	24.10
13012	- Exhibits Specialist II	31.89
13013	- Exhibits Specialist III	36.73
13041	- Illustrator I	24.10
13042	- Illustrator II	29.37
13043	- Illustrator III	33.14
13047	- Librarian	37.25
13050	- Library Aide/Clerk	15.79
13054	- Library Information Technology Systems Administrator	31.89
13058	- Library Technician	24.10
13061	- Media Specialist I	21.52
13062	- Media Specialist II	23.96
13063	- Media Specialist III	26.60
13071	- Photographer I	18.78
13072	- Photographer II	24.10
13073	- Photographer III	32.88
13074	- Photographer IV	38.49
13075	- Photographer V	46.55
13110	- Video Teleconference Technician	20.66
14000	- Information Technology Occupations	
14041	- Computer Operator I	18.75
14042	- Computer Operator II	21.07
14043	- Computer Operator III	23.60
14044	- Computer Operator IV	26.94
14045	- Computer Operator V	28.87
14071	- Computer Programmer I (1)	
14072	- Computer Programmer II (1)	
14073	- Computer Programmer III (1)	
14074	- Computer Programmer IV (1)	
14101	- Computer Systems Analyst I (1)	
14102	- Computer Systems Analyst II (1)	
14103	- Computer Systems Analyst III (1)	
14150	- Peripheral Equipment Operator	18.75
14160	- Personal Computer Support Technician	26.94
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	37.04
15020	- Aircrew Training Devices Instructor (Rated)	43.48
15030	- Air Crew Training Devices Instructor (Pilot)	48.95
15050	- Computer Based Training Specialist / Instructor	37.04
15060	- Educational Technologist	32.32
15070	- Flight Instructor (Pilot)	48.95
15080	- Graphic Artist	31.32
15090	- Technical Instructor	31.44

15095 - Technical Instructor/Course Developer	38.34
15110 - Test Proctor	25.30
15120 - Tutor	25.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.72
16030 - Counter Attendant	10.72
16040 - Dry Cleaner	13.19
16070 - Finisher, Flatwork, Machine	10.72
16090 - Presser, Hand	10.72
16110 - Presser, Machine, Drycleaning	10.72
16130 - Presser, Machine, Shirts	10.72
16160 - Presser, Machine, Wearing Apparel, Laundry	10.72
16190 - Sewing Machine Operator	14.01
16220 - Tailor	14.80
16250 - Washer, Machine	11.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.13
19040 - Tool And Die Maker	23.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	22.56
21040 - Material Expediter	22.56
21050 - Material Handling Laborer	16.41
21071 - Order Filler	15.58
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	13.89
21150 - Stock Clerk	17.41
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.47
23021 - Aircraft Mechanic I	26.16
23022 - Aircraft Mechanic II	27.47
23023 - Aircraft Mechanic III	28.84
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	23.13
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	20.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	35.19
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	26.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	23.39
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	25.50
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	22.43
23311 - Fuel Distribution System Mechanic	27.29
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	22.97
23380 - Ground Support Equipment Mechanic	26.16
23381 - Ground Support Equipment Servicer	23.13
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	22.43
23392 - Gunsmith II	24.87
23393 - Gunsmith III	27.23
23410 - Heating, Ventilation & Air-Conditioning Mechanic	22.99
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	23.91

23430 - Heavy Equipment Mechanic	24.59
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	27.62
23465 - Laboratory/Shelter Mechanic	25.95
23470 - Laborer	15.95
23510 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	27.62
23592 - Metrology Technician II	28.71
23593 - Metrology Technician III	29.77
23640 - Millwright	29.32
23710 - Office Appliance Repairer	22.95
23760 - Painter, Maintenance	25.47
23790 - Pipefitter, Maintenance	32.88
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.03
23850 - Rigger	23.02
23870 - Scale Mechanic	24.87
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.03
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	24.89
23970 - Woodcraft Worker	23.38
23980 - Woodworker	17.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.06
25040 - Sewage Plant Operator	27.01
25070 - Stationary Engineer	28.06
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.94
27007 - Baggage Inspector	16.93
27008 - Corrections Officer	29.93
27010 - Court Security Officer	30.31
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	29.93
27070 - Firefighter	28.58
27101 - Guard I	16.93
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Equipment Worker	14.67
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	11.94
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	20.52
28630 - Sports Official	12.66

28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.18
29020 - Hatch Tender	27.18
29030 - Line Handler	27.18
29041 - Stevedore I	23.79
29042 - Stevedore II	27.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.92
30011 - Air Traffic Control Specialist, Station (HFO) (2)	26.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.79
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	25.79
30030 - Cartographic Technician	25.79
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.41
30063 - Drafter/CAD Operator III	23.77
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.43
30083 - Engineering Technician III	24.15
30084 - Engineering Technician IV	28.38
30085 - Engineering Technician V	34.62
30086 - Engineering Technician VI	41.88
30090 - Environmental Technician	22.90
30210 - Laboratory Technician	21.67
30240 - Mathematical Technician	25.79
30361 - Paralegal/Legal Assistant I	21.79
30362 - Paralegal/Legal Assistant II	27.02
30363 - Paralegal/Legal Assistant III	33.12
30364 - Paralegal/Legal Assistant IV	39.88
30390 - Photo-Optics Technician	25.91
30461 - Technical Writer I	27.81
30462 - Technical Writer II	33.91
30463 - Technical Writer III	41.04
30491 - Unexploded Ordnance (UXO) Technician I	24.09
30492 - Unexploded Ordnance (UXO) Technician II	29.15
30493 - Unexploded Ordnance (UXO) Technician III	34.94
30494 - Unexploded (UXO) Safety Escort	24.09
30495 - Unexploded (UXO) Sweep Personnel	24.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	23.77
30621 - Weather Observer, Senior (2)	26.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	16.40
31030 - Bus Driver	19.89
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	15.21
31361 - Truckdriver, Light	17.75
31362 - Truckdriver, Medium	18.76
31363 - Truckdriver, Heavy	23.19
31364 - Truckdriver, Tractor-Trailer	23.19
99000 - Miscellaneous Occupations	
99030 - Cashier	10.95
99050 - Desk Clerk	16.69
99095 - Embalmer	28.51
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99310 - Mortician	31.49
99410 - Pest Controller	18.75



99510 - Photofinishing Worker	14.37
99710 - Recycling Laborer	16.39
99711 - Recycling Specialist	18.67
99730 - Refuse Collector	15.18
99810 - Sales Clerk	13.36
99820 - School Crossing Guard	15.07
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.68
99832 - Surveying Technician	20.12
99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	21.34
99842 - Vending Machine Repairer Helper	17.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2416 (Rev.-8) was first posted on www.wdol.gov on 08/05/2008

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2416  
Revision No.: 8  
Date Of Revision: 07/25/2008

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake,  
Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.02
01012 - Accounting Clerk II	14.45
01013 - Accounting Clerk III	16.26
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.98
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.87
01060 - Dispatcher, Motor Vehicle	17.53
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	12.24
01112 - General Clerk II	14.34
01113 - General Clerk III	15.74
01120 - Housing Referral Assistant	18.69
01141 - Messenger Courier	10.82
01191 - Order Clerk I	13.09
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	15.36
01262 - Personnel Assistant (Employment) II	17.51
01263 - Personnel Assistant (Employment) III	19.51
01270 - Production Control Clerk	18.56
01280 - Receptionist	13.97
01290 - Rental Clerk	15.09
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	15.91
01410 - Supply Technician	21.22
01420 - Survey Worker	13.73
01531 - Travel Clerk I	11.86
01532 - Travel Clerk II	12.74
01533 - Travel Clerk III	13.77
01611 - Word Processor I	14.23
01612 - Word Processor II	15.98
01613 - Word Processor III	17.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67

05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.47
07041 - Cook I	10.46
07042 - Cook II	11.47
07070 - Dishwasher	8.80
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.08
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.83
11060 - Elevator Operator	10.83
11090 - Gardener	12.90
11122 - Housekeeping Aide	11.04
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.29
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	20.95
12015 - Certified Physical Therapist Assistant	19.32
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	30.61
12030 - EKG Technician	20.97
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	16.63
12072 - Licensed Practical Nurse II	18.62
12073 - Licensed Practical Nurse III	20.75
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	16.28
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	14.89
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12317 - Scheduler (Drug and Alcohol Testing)	20.89
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14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	14.52
14160 - Personal Computer Support Technician	22.64
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.94
15020 - Aircrew Training Devices Instructor (Rated)	32.39
15030 - Air Crew Training Devices Instructor (Pilot)	37.62
15050 - Computer Based Training Specialist / Instructor	30.23
15060 - Educational Technologist	29.20
15070 - Flight Instructor (Pilot)	35.51
15080 - Graphic Artist	20.49
15090 - Technical Instructor	19.14
15095 - Technical Instructor/Course Developer	23.40
15110 - Test Proctor	16.98
15120 - Tutor	16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.94
16030 - Counter Attendant	8.94
16040 - Dry Cleaner	11.15

16070 - Finisher, Flatwork, Machine	8.94
16090 - Presser, Hand	8.94
16110 - Presser, Machine, Drycleaning	8.94
16130 - Presser, Machine, Shirts	8.94
16160 - Presser, Machine, Wearing Apparel, Laundry	8.94
16190 - Sewing Machine Operator	11.89
16220 - Tailor	12.64
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.02
19040 - Tool And Die Maker	26.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.71
21030 - Material Coordinator	18.56
21040 - Material Expediter	18.56
21050 - Material Handling Laborer	13.50
21071 - Order Filler	13.69
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	15.20
21130 - Shipping/Receiving Clerk	15.20
21140 - Store Worker I	13.86
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.82
23021 - Aircraft Mechanic I	20.78
23022 - Aircraft Mechanic II	21.82
23023 - Aircraft Mechanic III	22.91
23040 - Aircraft Mechanic Helper	16.86
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.47
23080 - Aircraft Worker	19.34
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	20.22
23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.76
23181 - Electronics Technician Maintenance I	19.98
23182 - Electronics Technician Maintenance II	20.89
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	24.87
23312 - Fuel Distribution System Operator	20.36
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	20.78
23381 - Ground Support Equipment Servicer	18.47
23382 - Ground Support Equipment Worker	19.34
23391 - Gunsmith I	17.04
23392 - Gunsmith II	19.20
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation & Air-Conditioning Mechanic	19.63
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.61
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	21.75
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	20.10
23470 - Laborer	13.23
23510 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.80

23550 - Machinist, Maintenance	20.95
23580 - Maintenance Trades Helper	15.71
23591 - Metrology Technician I	23.32
23592 - Metrology Technician II	24.49
23593 - Metrology Technician III	25.71
23640 - Millwright	28.32
23710 - Office Appliance Repairer	19.43
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	25.25
23810 - Plumber, Maintenance	22.85
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	21.78
23870 - Scale Mechanic	19.20
23890 - Sheet-Metal Worker, Maintenance	22.03
23910 - Small Engine Mechanic	18.02
23931 - Telecommunications Mechanic I	23.48
23932 - Telecommunications Mechanic II	24.32
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	20.81
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	8.63
24620 - Family Readiness And Support Services Coordinator	11.74
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.25
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.25
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.22
27008 - Corrections Officer	19.75
27010 - Court Security Officer	22.44
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	19.75
27070 - Firefighter	20.30
27101 - Guard I	11.22
27102 - Guard II	16.31
27131 - Police Officer I	24.58
27132 - Police Officer II	27.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equipment Worker	8.34
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	15.44
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	16.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.61

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.13
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.23
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.68
30021 - Archeological Technician I	12.43
30022 - Archeological Technician II	13.03
30023 - Archeological Technician III	17.23
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	21.22
30061 - Drafter/CAD Operator I	16.49
30062 - Drafter/CAD Operator II	19.51
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	25.78
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.75
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.99
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	21.15
30240 - Mathematical Technician	23.02
30361 - Paralegal/Legal Assistant I	17.02
30362 - Paralegal/Legal Assistant II	21.22
30363 - Paralegal/Legal Assistant III	28.20
30364 - Paralegal/Legal Assistant IV	34.11
30390 - Photo-Optics Technician	24.17
30461 - Technical Writer I	23.11
30462 - Technical Writer II	26.59
30463 - Technical Writer III	27.45
30491 - Unexploded Ordnance (UXO) Technician I	22.33
30492 - Unexploded Ordnance (UXO) Technician II	27.02
30493 - Unexploded Ordnance (UXO) Technician III	32.38
30494 - Unexploded (UXO) Safety Escort	22.33
30495 - Unexploded (UXO) Sweep Personnel	22.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	21.75
30621 - Weather Observer, Senior (2)	24.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.59
31030 - Bus Driver	18.11
31043 - Driver Courier	13.97
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	14.93
31310 - Taxi Driver	10.00
31361 - Truckdriver, Light	14.93
31362 - Truckdriver, Medium	19.05
31363 - Truckdriver, Heavy	23.70
31364 - Truckdriver, Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99030 - Cashier	9.70
99050 - Desk Clerk	10.13
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	9.98
99252 - Laboratory Animal Caretaker II	10.66
99310 - Mortician	30.28
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	12.17
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.60
99730 - Refuse Collector	15.22
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	19.93

99831 - Surveying Aide	11.37
99832 - Surveying Technician	17.07
99840 - Vending Machine Attendant	12.20
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	12.20

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or



(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,



there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2512 (Rev.-7) was first posted on www.wdol.gov on 09/02/2008

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2512  
Revision No.: 7  
Date Of Revision: 08/27/2008

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna,  
Otero, Sierra  
Texas Counties of Culberson, El Paso, Hudspeth

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.59
01012 - Accounting Clerk II	13.49
01013 - Accounting Clerk III	15.70
01020 - Administrative Assistant	17.23
01040 - Court Reporter	12.97
01051 - Data Entry Operator I	8.70
01052 - Data Entry Operator II	10.07
01060 - Dispatcher, Motor Vehicle	13.09
01070 - Document Preparation Clerk	11.19
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	9.26
01112 - General Clerk II	10.10
01113 - General Clerk III	11.35
01120 - Housing Referral Assistant	14.58
01141 - Messenger Courier	8.20
01191 - Order Clerk I	9.78
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	11.64
01262 - Personnel Assistant (Employment) II	13.33
01263 - Personnel Assistant (Employment) III	14.54
01270 - Production Control Clerk	14.00
01280 - Receptionist	8.71
01290 - Rental Clerk	9.74
01300 - Scheduler, Maintenance	11.49
01311 - Secretary I	11.49
01312 - Secretary II	12.97
01313 - Secretary III	14.58
01320 - Service Order Dispatcher	11.49
01410 - Supply Technician	17.23
01420 - Survey Worker	13.70
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.36
01533 - Travel Clerk III	12.10
01611 - Word Processor I	12.06
01612 - Word Processor II	13.54
01613 - Word Processor III	15.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.63

05010 - Automotive Electrician	14.67
05040 - Automotive Glass Installer	13.69
05070 - Automotive Worker	13.69
05110 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	15.63
05160 - Motor Equipment Metal Worker	13.69
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	10.75
05250 - Motor Vehicle Upholstery Worker	12.70
05280 - Motor Vehicle Wrecker	13.69
05310 - Painter, Automotive	14.67
05340 - Radiator Repair Specialist	13.69
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	15.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.21
07070 - Dishwasher	7.01
07130 - Food Service Worker	7.42
07210 - Meat Cutter	10.41
07260 - Waiter/Waitress	7.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.67
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	14.67
09090 - Furniture Refinisher Helper	10.75
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.40
11060 - Elevator Operator	7.55
11090 - Gardener	11.70
11122 - Housekeeping Aide	7.55
11150 - Janitor	8.13
11210 - Laborer, Grounds Maintenance	8.77
11240 - Maid or Houseman	6.79
11260 - Pruner	7.73
11270 - Tractor Operator	10.73
11330 - Trail Maintenance Worker	8.77
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	12.30
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	18.35
12015 - Certified Physical Therapist Assistant	19.17
12020 - Dental Assistant	12.24
12025 - Dental Hygienist	25.83
12030 - EKG Technician	22.24
12035 - Electroneurodiagnostic Technologist	22.24
12040 - Emergency Medical Technician	12.30
12071 - Licensed Practical Nurse I	15.04
12072 - Licensed Practical Nurse II	16.82
12073 - Licensed Practical Nurse III	18.76
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	13.31
12160 - Medical Record Clerk	12.83
12190 - Medical Record Technician	14.35
12195 - Medical Transcriptionist	13.04
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	8.32
12222 - Nursing Assistant II	9.36
12223 - Nursing Assistant III	10.22

12224 - Nursing Assistant IV	11.47
12235 - Optical Dispenser	10.18
12236 - Optical Technician	8.89
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.81
12311 - Registered Nurse I	21.81
12312 - Registered Nurse II	26.04
12313 - Registered Nurse II, Specialist	26.04
12314 - Registered Nurse III	31.50
12315 - Registered Nurse III, Anesthetist	31.50
12316 - Registered Nurse IV	37.77
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	26.14
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	26.14
13047 - Librarian	22.66
13050 - Library Aide/Clerk	10.64
13054 - Library Information Technology Systems Administrator	20.46
13058 - Library Technician	16.51
13061 - Media Specialist I	13.08
13062 - Media Specialist II	16.56
13063 - Media Specialist III	18.46
13071 - Photographer I	12.83
13072 - Photographer II	16.45
13073 - Photographer III	20.57
13074 - Photographer IV	24.45
13075 - Photographer V	27.88
13110 - Video Teleconference Technician	14.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.63
14042 - Computer Operator II	14.05
14043 - Computer Operator III	15.72
14044 - Computer Operator IV	17.47
14045 - Computer Operator V	19.35
14071 - Computer Programmer I (1)	19.54
14072 - Computer Programmer II (1)	25.38
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	27.61
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	11.63
14160 - Personal Computer Support Technician	22.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.37
15020 - Aircrew Training Devices Instructor (Rated)	32.14
15030 - Air Crew Training Devices Instructor (Pilot)	35.35
15050 - Computer Based Training Specialist / Instructor	25.10
15060 - Educational Technologist	29.51
15070 - Flight Instructor (Pilot)	35.35
15080 - Graphic Artist	19.52
15090 - Technical Instructor	16.89
15095 - Technical Instructor/Course Developer	20.66
15110 - Test Proctor	13.64
15120 - Tutor	13.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.16
16030 - Counter Attendant	7.16

16040 - Dry Cleaner	8.72
16070 - Finisher, Flatwork, Machine	7.16
16090 - Presser, Hand	7.16
16110 - Presser, Machine, Drycleaning	7.16
16130 - Presser, Machine, Shirts	7.16
16160 - Presser, Machine, Wearing Apparel, Laundry	7.16
16190 - Sewing Machine Operator	9.22
16220 - Tailor	9.75
16250 - Washer, Machine	7.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.67
19040 - Tool And Die Maker	18.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.39
21030 - Material Coordinator	14.00
21040 - Material Expediter	14.00
21050 - Material Handling Laborer	8.64
21071 - Order Filler	10.19
21080 - Production Line Worker (Food Processing)	10.86
21110 - Shipping Packer	10.02
21130 - Shipping/Receiving Clerk	10.02
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.02
21210 - Tools And Parts Attendant	10.86
21410 - Warehouse Specialist	10.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.76
23021 - Aircraft Mechanic I	22.64
23022 - Aircraft Mechanic II	23.76
23023 - Aircraft Mechanic III	24.95
23040 - Aircraft Mechanic Helper	15.58
23050 - Aircraft, Painter	17.75
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.75
23110 - Appliance Mechanic	14.67
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	18.91
23130 - Carpenter, Maintenance	14.67
23140 - Carpet Layer	13.69
23160 - Electrician, Maintenance	17.69
23181 - Electronics Technician Maintenance I	17.47
23182 - Electronics Technician Maintenance II	19.80
23183 - Electronics Technician Maintenance III	21.07
23260 - Fabric Worker	12.74
23290 - Fire Alarm System Mechanic	15.63
23310 - Fire Extinguisher Repairer	11.73
23311 - Fuel Distribution System Mechanic	18.42
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	13.69
23380 - Ground Support Equipment Mechanic	22.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.75
23391 - Gunsmith I	10.65
23392 - Gunsmith II	13.16
23393 - Gunsmith III	14.67
23410 - Heating, Ventilation & Air-Conditioning Mechanic	15.73
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	16.79
23430 - Heavy Equipment Mechanic	17.19
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	15.68
23465 - Laboratory/Shelter Mechanic	13.66
23470 - Laborer	8.64
23510 - Locksmith	14.67



23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23591 - Metrology Technician I	15.68
23592 - Metrology Technician II	16.71
23593 - Metrology Technician III	17.71
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.02
23810 - Plumber, Maintenance	15.97
23820 - Pneudraulic Systems Mechanic	15.68
23850 - Rigger	15.68
23870 - Scale Mechanic	13.69
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	13.76
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.89
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	15.68
23970 - Woodcraft Worker	15.68
23980 - Woodworker	11.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	6.85
24620 - Family Readiness And Support Services Coordinator	9.10
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.75
25040 - Sewage Plant Operator	15.63
25070 - Stationary Engineer	16.75
25190 - Ventilation Equipment Tender	10.98
25210 - Water Treatment Plant Operator	15.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.82
27007 - Baggage Inspector	8.94
27008 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27030 - Detection Dog Handler	13.82
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	8.94
27102 - Guard II	13.82
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.58
28042 - Carnival Equipment Repairer	11.54
28043 - Carnival Equipment Worker	7.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.82
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.72
29020 - Hatch Tender	16.72
29030 - Line Handler	16.72
29041 - Stevedore I	15.52

29042 - Stevedore II	18.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	18.93
30061 - Drafter/CAD Operator I	14.51
30062 - Drafter/CAD Operator II	16.23
30063 - Drafter/CAD Operator III	19.99
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	13.66
30082 - Engineering Technician II	17.00
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	29.37
30086 - Engineering Technician VI	34.85
30090 - Environmental Technician	18.11
30210 - Laboratory Technician	18.10
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	16.54
30362 - Paralegal/Legal Assistant II	20.49
30363 - Paralegal/Legal Assistant III	25.07
30364 - Paralegal/Legal Assistant IV	30.33
30390 - Photo-Optics Technician	22.90
30461 - Technical Writer I	22.55
30462 - Technical Writer II	27.58
30463 - Technical Writer III	33.36
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.46
30621 - Weather Observer, Senior (3)	19.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.50
31030 - Bus Driver	13.23
31043 - Driver Courier	11.32
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	12.39
31310 - Taxi Driver	9.55
31361 - Truckdriver, Light	12.39
31362 - Truckdriver, Medium	14.19
31363 - Truckdriver, Heavy	16.20
31364 - Truckdriver, Tractor-Trailer	16.20
99000 - Miscellaneous Occupations	
99030 - Cashier	7.76
99050 - Desk Clerk	9.41
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	8.82
99252 - Laboratory Animal Caretaker II	9.78
99310 - Mortician	20.02
99410 - Pest Controller	14.73
99510 - Photofinishing Worker	11.34
99710 - Recycling Laborer	9.76
99711 - Recycling Specialist	12.45
99730 - Refuse Collector	8.42
99810 - Sales Clerk	8.96
99820 - School Crossing Guard	8.48

99830 - Survey Party Chief	15.55
99831 - Surveying Aide	10.77
99832 - Surveying Technician	12.71
99840 - Vending Machine Attendant	8.97
99841 - Vending Machine Repairer	11.40
99842 - Vending Machine Repairer Helper	8.97

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the



wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



WD 05-2516 (Rev.-8) was first posted on www.wdol.gov on 07/29/2008

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2516  
Revision No.: 8  
Date Of Revision: 07/23/2008

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston,  
Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery,  
San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.58
01012 - Accounting Clerk II	16.38
01013 - Accounting Clerk III	18.32
01020 - Administrative Assistant	23.55
01040 - Court Reporter	21.79
01051 - Data Entry Operator I	11.67
01052 - Data Entry Operator II	14.32
01060 - Dispatcher, Motor Vehicle	15.40
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	10.80
01112 - General Clerk II	12.97
01113 - General Clerk III	14.88
01120 - Housing Referral Assistant	20.55
01141 - Messenger Courier	11.95
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	14.74
01262 - Personnel Assistant (Employment) II	16.50
01263 - Personnel Assistant (Employment) III	18.38
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.73
01313 - Secretary III	20.55
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	23.55
01420 - Survey Worker	16.59
01531 - Travel Clerk I	13.17
01532 - Travel Clerk II	14.22
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.27
01612 - Word Processor II	14.75
01613 - Word Processor III	16.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.80

05010 - Automotive Electrician	22.66
05040 - Automotive Glass Installer	21.68
05070 - Automotive Worker	20.91
05110 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	24.53
05160 - Motor Equipment Metal Worker	20.91
05190 - Motor Vehicle Mechanic	24.53
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	19.84
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.04
07041 - Cook I	8.65
07042 - Cook II	9.89
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.87
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	16.09
09090 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.17
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.17
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.73
11260 - Pruner	8.99
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	8.92
12000 - Health Occupations	
12010 - Ambulance Driver	14.22
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	19.58
12015 - Certified Physical Therapist Assistant	20.48
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.49
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.22
12071 - Licensed Practical Nurse I	18.29
12072 - Licensed Practical Nurse II	20.52
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	15.25
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	16.40
12210 - Nuclear Medicine Technologist	31.94
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.62